

Second Regular Session 114th General Assembly (2006)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2005 Regular Session of the General Assembly.

HOUSE ENROLLED ACT No. 1420

AN ACT to amend the Indiana Code concerning labor and safety.

Be it enacted by the General Assembly of the State of Indiana:

SECTION 1. IC 22-5-4-1 IS AMENDED TO READ AS FOLLOWS
[EFFECTIVE JULY 1, 2006]: Sec. 1. **(a) Except as provided in subsection (b), an employer may not:**

- (1) require, as a condition of employment, an employee or prospective employee to refrain from using; or
- (2) discriminate against an employee with respect to:
 - (A) the employee's compensation and benefits; or
 - (B) terms and conditions of employment;based on the employee's use of;
tobacco products outside the course of the employee's or prospective employee's employment.

(b) An employer may implement financial incentives:

- (1) intended to reduce tobacco use; and
- (2) related to employee health benefits provided by the employer.

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Speaker of the House of Representatives

President of the Senate

President Pro Tempore

Governor of the State of Indiana

Date: _____ Time: _____

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HEA 1420 — Concur+

